



DEPARTMENT OF THE NAVY
NAVAL RESERVE READINESS COMMAND NORTHWEST
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COMMAND PHILOSOPHY NAVAL RESERVE READINESS COMMAND NORTHWEST

EVERYTHING WE DO IS "US"

Naval Reserve Readiness Command Northwest is a TEAM. This includes not only my personal staff, but each and every member of our organization, down to the most junior person at the Unit level, at each and every one of our Reserve Centers. I want to share my philosophy with each of you as it will cause our organization to be stronger, more prepared, and to maintain the highest levels of readiness, while still having fun!

LEADERSHIP – The cornerstone of an effective organization. In concert with our core values of Honor, Courage, and Commitment, leadership includes self-evaluation, knowing your subordinates and looking out for their welfare, keeping your subordinates informed, setting the example, training your unit as a team, making sound and timely decisions, and developing a sense of responsibility and mentoring your people. The final measure of leadership is the readiness of your personnel to mobilize, fully ready in all areas.

Trust is a must. I expect integrity and honesty from all of you all of the time. We in the military are held to, and must uphold, a higher standard.

TAKING CARE OF OUR PEOPLE – This encompasses all aspects, from ensuring our drilling Reservists have the right material to train with, have a clean, productive environment in which to learn the intricacies of the US NAVY as well as their particular ratings, to ensuring that their personal and family needs are being taken care of. If one of our Reservists is mobilized, then we must re-double our efforts to ensure the family left behind is taken care of. This is a critical area that we must ensure success in.

PRIORITIES – Keep in mind that our drilling Reservists have three normal priorities – family, civilian job, and Navy job. We must help our personnel realize that these priorities combine to make our Reservists long term and valuable members of our Naval Reserve. In the short term, priorities may change, but they are not likely to change in the long term. Our full time staff has similar priorities, family and job. We must do everything in our power to ensure success in these endeavors.

CONTINUOUS LEARNING – Learning is a life long adventure. We should strive to improve our knowledge every day of our lives. Read, study, attend conferences and schools. Push yourself. Learn how to be a better leader, a better sailor. The experiences we undergo teach us lessons about ourselves and about others.

ATTITUDE – Through it all, you should have fun while executing your Naval Reserve responsibilities. Ours is a demanding profession. Maintain the proper aspect, and create the atmosphere that makes serving in the Naval Reserve a fun experience.

I am honored to be your new Readiness Commander. My staff and I stand ready in every way, 24 hours a day, 7 days a week, to make you a success, and to make the Naval Reserve a success.

A handwritten signature in black ink, reading "R. O. Passmore".

R. O. PASSMORE
Rear Admiral, U.S. Naval Reserve
Commander